

1-26-2010

Staff Council Career Development Committee Meeting, 1/26/2010

UNM Staff Council

Follow this and additional works at: https://digitalrepository.unm.edu/staff_council

Recommended Citation

UNM Staff Council. "Staff Council Career Development Committee Meeting, 1/26/2010." (2010).
https://digitalrepository.unm.edu/staff_council/258

This Minutes is brought to you for free and open access by the Archives & University Administrative Records at UNM Digital Repository. It has been accepted for inclusion in UNM Staff Council by an authorized administrator of UNM Digital Repository. For more information, please contact disc@unm.edu.

Staff Council Standing Committee Minutes



Committee Name: Career Development Committee
Regular Meeting time: 4th Wednesday of each month, noon to 1:00 p.m.
Meeting Date and Place: Faculty Staff Club, Room 101
Members Present: Marsha Baumeister, Suzanne McConaghy, Joyce Krantman, Veronica Gonzales, Barbara Shortman
Members Excused: Ginger Richter, Penny Hogan
Members Absent: Veronica Gonzales
Guests Present:
Minutes submitted by: Marsha Baumeister

	Subject	Notes	Follow-Up
1	Resignations	During the past month, Marsha has been asked by the following to accept their resignation due to increased workloads and/or demands outside of work: <ul style="list-style-type: none"> • Kay Jantz • Deb Battin • Judy Kay CDC now has 7 members	
2	Staff concerns (other than compensation/budget/promotions)	Mary Clark had asked for input from each committee on this topic as part of Staff Caring for Staff initiative. We came up with the following: <ul style="list-style-type: none"> * Clearer explanation about "hidden" or little known benefits such as Flexible Spending Account, Long Term Care. * more detail about dependent tuition, how it works or doesn't in conjunction with Lottery scholarship, required grade point average, etc.....the full picture * updated info re "discounted services". Since staff is losing compensation, it's more important than ever that these benefits be made known and increased. What about HR going to vendors like restaurants to see if discounts will be offered? Groceries/Costco? * information about financial planning (other than TIAA CREF) ...maybe a webinar or EOD class 	Marsha will e mail these to Mary.
3	Possible reduction or elimination of non-credit tuition remission	It was agreed: The Career Development Committee's position is that there be no reduction to non-credit tuition remission for staff. We take this position for the following reasons: <ol style="list-style-type: none"> 1. Professional development: the ability to take professional development classes is more than a benefit, since the Career Development Policy 3260 specifically encourages staff to participate in some form of career development and the first bullet point is "continuous occupational and/or professional education and training to maintain expertise." Many department managers require their staff to not only maintain but improve 	Marsha will e mail this position statement (after any corrections made by CDC members) to Merle since he has a seat on President Schmidly's Cost Containment Task Force.

	<p>expertise through professional development, particularly in these times where positions are being paused and staff must learn new skills. In addition, on the annual performance review form, University Value # 6, Freedom of Speech, Inquiry, Pursuit of Ideas and creative activity” specifically cites “staying current in field” and “demonstrating an interest in learning” as examples of completing this value. Elimination of non-credit tuition remission offered for Continuing Education classes would make maintaining professional expertise expensive and difficult to maintain.</p> <p>2. Recovering what is reduced: we know that once something is gone (i.e., an increase in employee contribution to the ERB), it is very difficult to get it back. What mechanism/time limitation would be put in place to guarantee that after, say, FY13, whatever reduction decision is made, would be eliminated?</p> <p>Alternative suggestions:</p> <ul style="list-style-type: none"> • Develop a cost sharing process wherein employees take on a portion of the cost of professional development classes. • Eliminate personal enrichment classes only. 	
6 Next Meeting	Wed. Feb. 23 rd .	Meeting Adjourned at 1:04 p.m.